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INTRODUCTION

From November 25, 2002 through January 11, 2003, a team consisting of staff from the Institute for Human Services Research (IHSR) of Lansing, Michigan and the Michigan Public Health Institute's Center for Collaborative Research in Health Outcomes and Policy (CRHOP) of Okemos, Michigan conducted a survey for the Michigan Department of Career Development (MDCD). The survey gathered information about the post-program experiences of people who had been in Work First, a program administered by MDCD to help Temporary Assistance to Needy Families (TANF) recipients to gain the skills they need to find and keep jobs. The survey addressed topics such as current employment and its duration, wages being earned, additional training being offered by employers, health insurance coverage, reasons for not being employed, quality of life, and the impact of being involved in Work First.

Three groups of former Work First participants were surveyed based on information provided by MDCD: those whose cases closed due to income between October 1, 1999 and June 30, 2000 (**Population II**); those whose cases were closed due to income during the period of October 1, 2000 through September 30, 2001 (**Population III**); and ones with cases that closed due to income between October 1, 2001 and September 30, 2002 (**Population IV**). In this year's survey, Population IV replaced Population I (cases that were closed due to income between October 1, 1998 and December 31, 1998), which was surveyed in 2000 and 2001, but was not included in this year's survey. Population II was also included in the 2000 and 2001 survey, while Population III was included in the 2001 survey. The results of these past surveys can be found in *Report on Former Work First Participants: Fiscal Year 2000* and *Report on Former Work First Participants: Fiscal Year 2001*, which are available on MDCD's website.

This report provides a picture of the respondents' experiences through the use of graphs and charts highlighting information in the text. The numbers of responses to each question are provided at the end of the report in Attachment 1.

METHODOLOGY

The 2001 survey instrument was used as a baseline and updated for the current survey. Particular attention was given to making the survey easier to follow for the respondent. The survey consisted of 34 questions, some forced choice and some where the respondents were asked to fill in an answer such as the number of months or years they have worked for their current employer, the amount of money they received from government agencies in the last month, the number of hours they work a week and their hourly wage amount. They were also asked to describe their job title or responsibilities and any comments they had about Work First. The open-ended responses were coded and grouped by IHSR staff.

A total of 14,239 surveys were sent on November 25, 2002, with 5,550 sent to the Population II group, 3,942 to the Population III group and 4,747 sent to the Population IV group based on a sample selected by MDCD. A total of 3,480 surveys were returned as undelivered, as respondents

had moved from their last known address. Surveys were forwarded to those who had moved within the last year and had left a forwarding address with the United States Post Office.

The respondents were given the option of completing the paper survey and mailing it back or calling a toll-free number. CRHOP staff did follow-up calls to people from whom responses had not been received and used tracing software to find new telephone numbers of respondents when the original phone number was in error or was disconnected. [Table 1](#) provides information about the number of surveys sent, received and the response rate for each group. A total of 2,504 surveys were completed. The overall response rate for the deliverable surveys is 23.3 percent, an 88% improvement from the 12.4 percent response rate from a year ago. The overall response rate (deliverable and non-deliverable) for the total population of 14,239 is 17.6 percent, a 74% improvement from the 10.1 percent response rate for the total population from a year ago.

For Population II, the overall response rate for the deliverable surveys is 20.6%, which is an increase from the 10% rate in the 2001 survey. The response rate for the total population rose from 8% in 2001 to 13.7% in this year's survey. The overall response rate for Population III for deliverable surveys doubled (10% in 2001) and the response rate for the total population increased nearly 3% (12% in 2001).

Table 1: Response Rates

	POPULATION II: (5,550 SURVEYS MAILED)	POPULATION III: (3,942 SURVEYS MAILED)	POPULATION IV (4,747 SURVEYS MAILED)
MAIL RESPONSES	236 surveys	212 surveys	423 surveys
TELEPHONE RESPONSES	523 surveys	372 surveys	738 surveys
TOTAL COMPLETED SURVEYS	759 surveys	584 surveys	1161 surveys
UNDELIVERABLE SURVEYS	1,859 surveys	1,057 surveys	564 surveys
DELIVERED SURVEYS	3,691 surveys	2,885 surveys	4,183 surveys
RESPONSE RATE (DELIVERABLE)	20.6%	20.2%	27.8%
RESPONSE RATE (TOTAL)	13.7%	14.8%	24.5%

SURVEY RESULTS

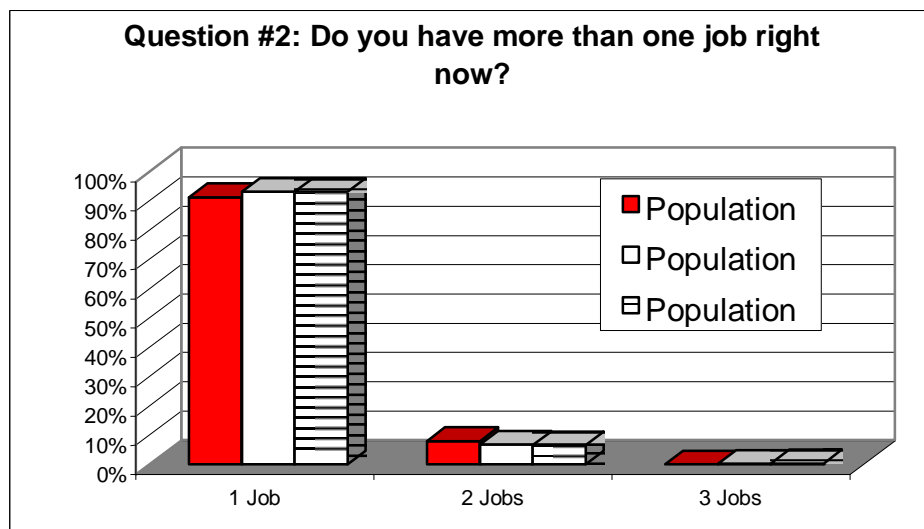
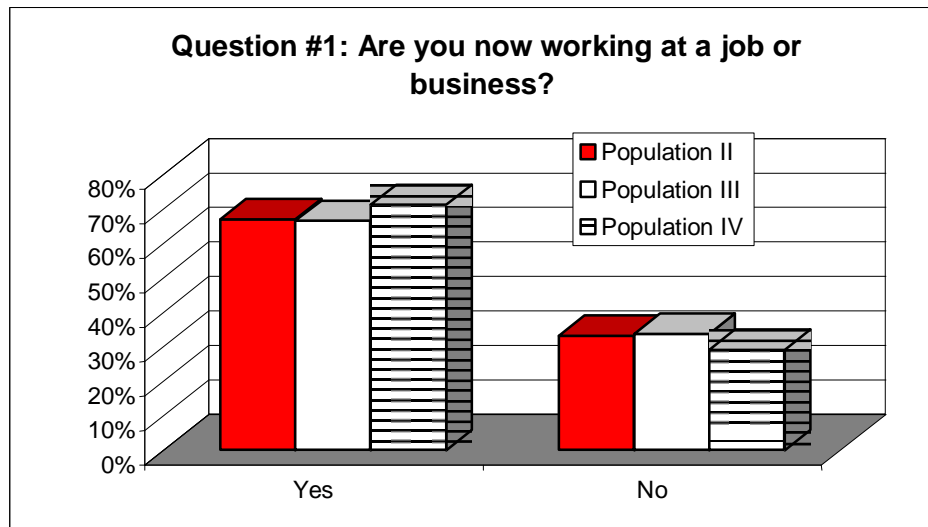
The former Work First participants who responded to the survey provided information about their employment status, job training and skill enhancement, health care coverage, quality of life and the impact of Work First on their lives. This report is organized according to these categories. Each topic contains an analysis of the survey results and then provides graphic illustrations of the survey responses. To allow for direct comparison between the three groups, the graphs are based on percent of respondents, since the three populations are not the same size. For further comparison, results from the 2001 survey are reported throughout the narrative, so comparisons can be made by population (Population II (2001) and Population II (2002), for example) and by comparison of groups who had been out of the program for similar lengths of time [Population II (2002) and Population I (2001); Population III (2002) and Population II (2001); and Population IV (2002) and Population III (2001)]. Graphs and tables provide the survey question number for reference to the survey results in Attachment 1, including the survey itself with the total number

of responses and percentages to each question for Populations II, III and IV. Not all the respondents answered all of the applicable questions.

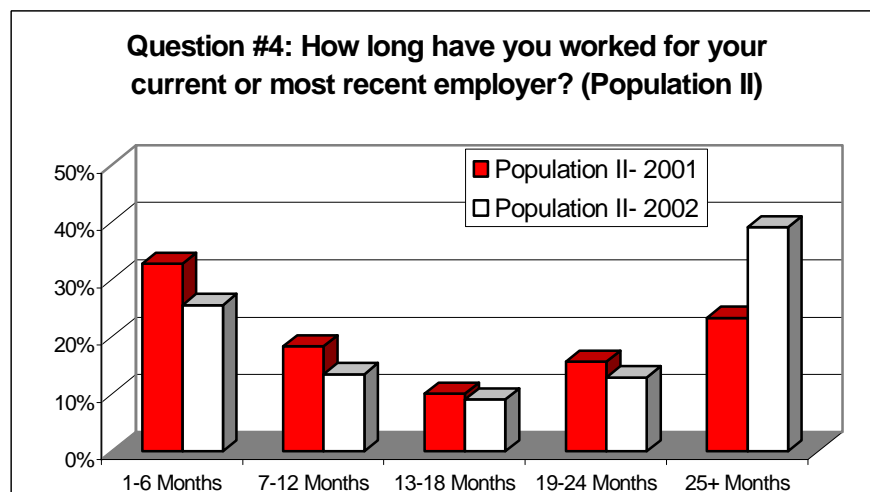
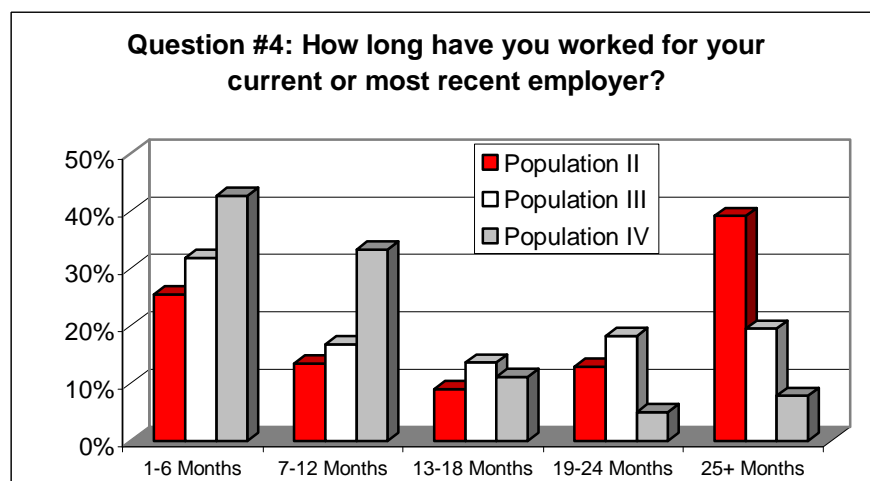
EMPLOYMENT STATUS

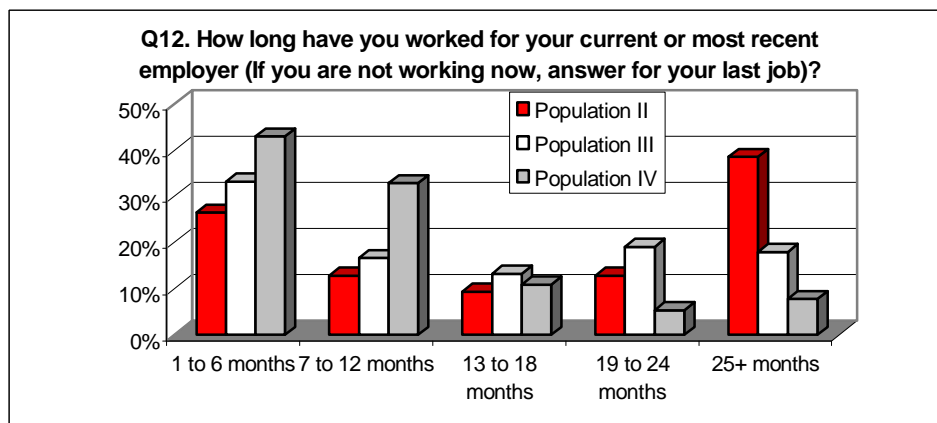
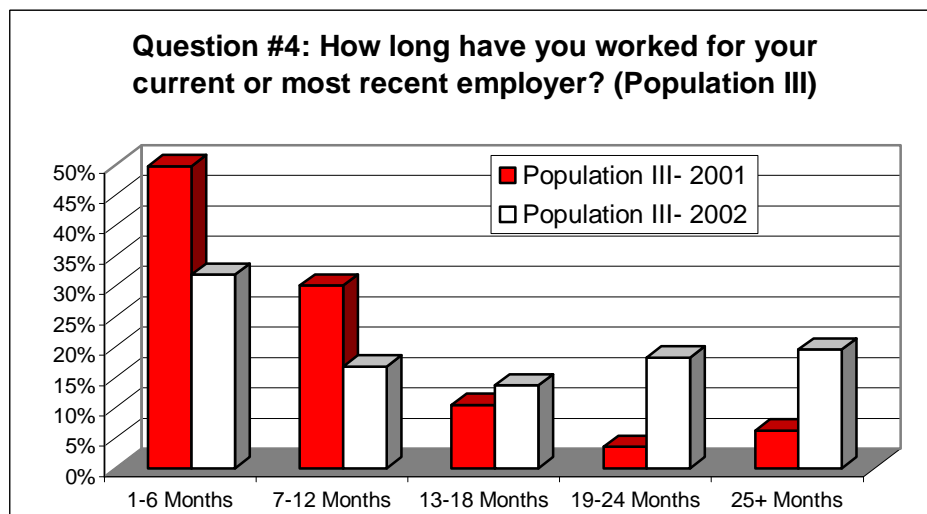
Respondents were asked several questions about their employment status to determine the rate of employment, types of employment, whether employment is full- or part-time, and reasons for being unemployed. Responses received from each population were quite consistent for each of the survey questions in this category.

The percentage of respondents currently employed is similar for all three populations, with roughly seventy percent having jobs (Population II=67%; Population III=66% and Population IV=71%). The vast majority of employed respondents hold one job (92%) and 7% work at two jobs.



Thirty-nine percent of the respondents of Population II (down from 51% in 2001), 49% of Population III (down from 80% in 2001) and 76% of respondents in Population IV have been in their current jobs for up to and including one year, with 26% in Population II, 32% in Population III and 43% in Population IV having worked for six months or less for their current employer. The average time respondents reported having worked for their current employer was 27 months for Population II (Population I was 23 months in the 2001 survey. Population I was not surveyed in 2002 and was replaced by Population IV. However, one might compare Population I data from 2001 to Populations II data in 2002, as both groups have been out of the Work First program for similar lengths of time.), 21 months for Population III and 13 months for Population IV. In the 2001 survey, Population II respondents averaged 20 months with their current employer and Population III averaged 10 months. The differences in longevity by population were quite dramatic for individuals working between six months and one year, as well as for those who have worked for the same employer for more than two years. These differences were anticipated due to the differences in the duration of time that has elapsed since the cases were closed for each population group.

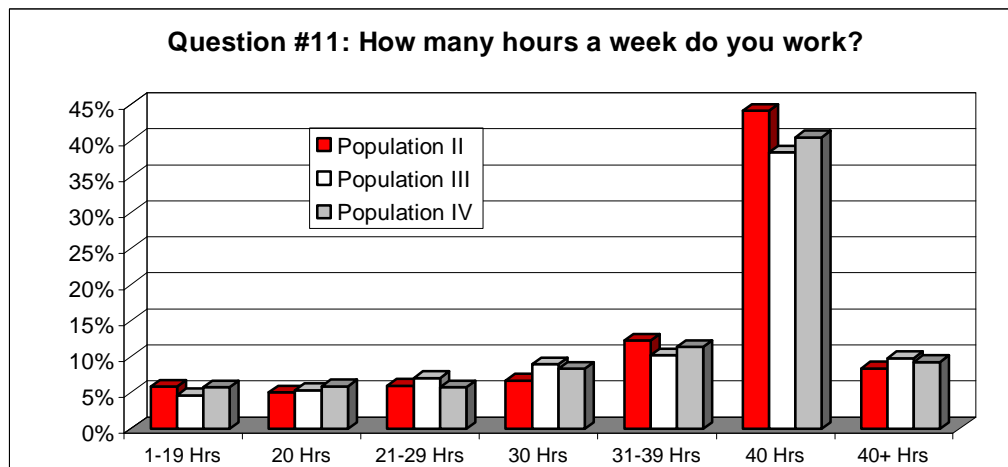
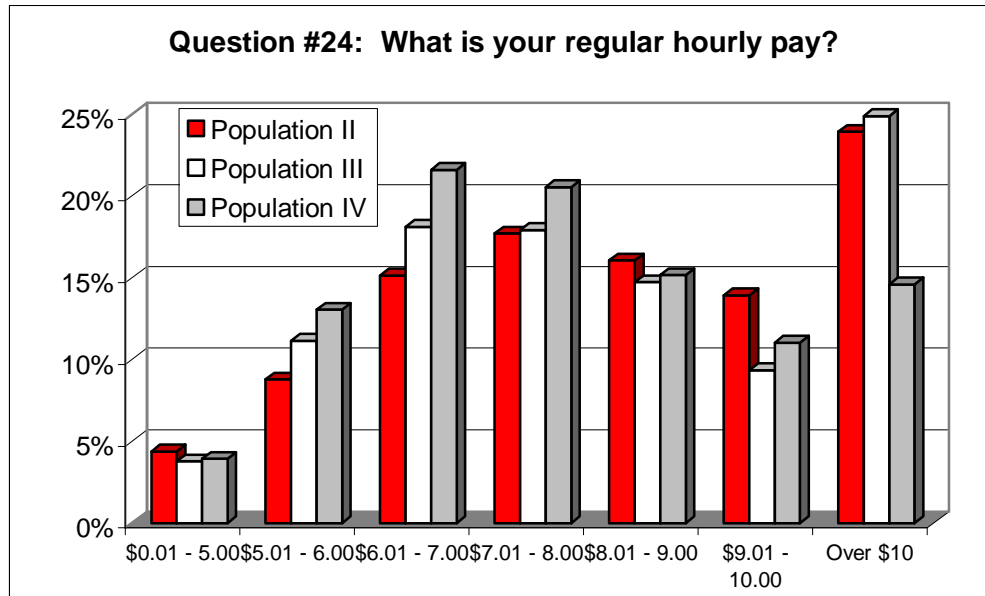




Hourly wages reported by currently employed respondents and the last hourly wages reported for those respondents who were not currently working ranged from below minimum wage (\$5.15) to over \$25.00 per hour. Four percent of employed respondents reported an hourly wage less than \$5.00 an hour (four percent of employed Population II and Population IV respondents and three percent of employed Population III respondents reported earning wages below \$5.00 per hour), while 18% reported an hourly wage of twice this rate. The average wage reported by respondents was \$9.09 for Population II, \$8.89 for Population III and \$8.13 for Population IV. In the 2001 survey, the average wage reported by respondents was \$8.48 for Population I, \$8.52 for Population II and \$8.19 for Population III.

The survey asked two questions pertaining to the types of jobs held by the respondents. The top five most recent jobs were 1) Restaurant/Food Service, 2) Health Care/Medical, 3) Cashier/Customer Service, 4) Manufacturing-Light Industrial and 5) Administrative/Support Services/Clerk. The top five jobs that respondents reported holding within the past year were 1)

Cashier/Customer Service, 2) Restaurant/Food Service, 3) Health Care/Medical, 4) Administrative/Support Services/Clerk, and 5) Manufacturing-Light Industrial.

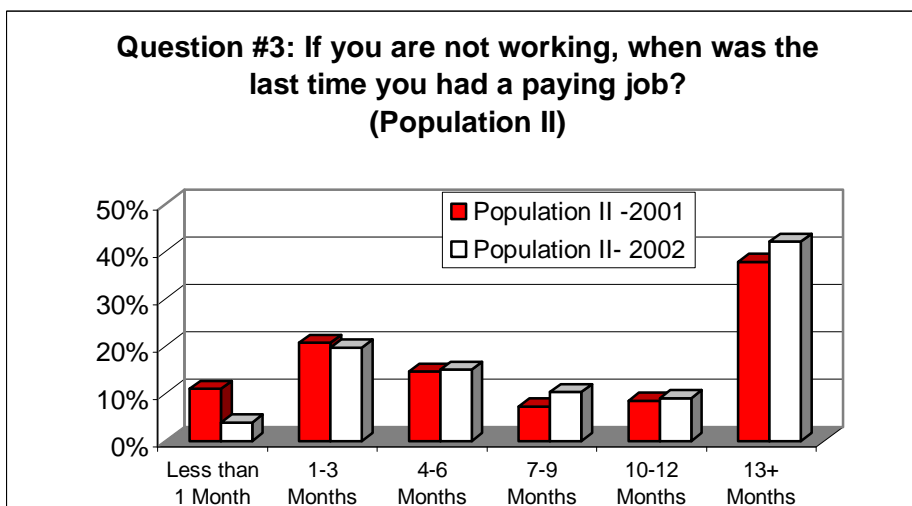
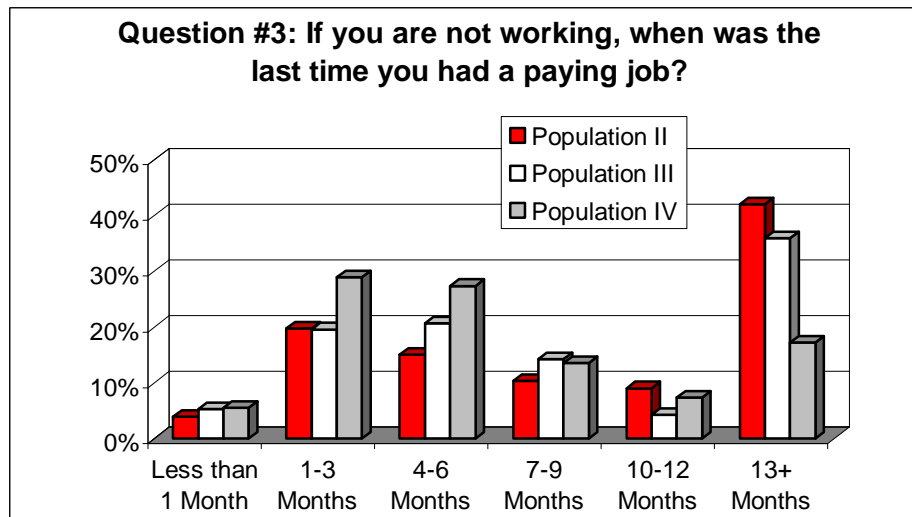


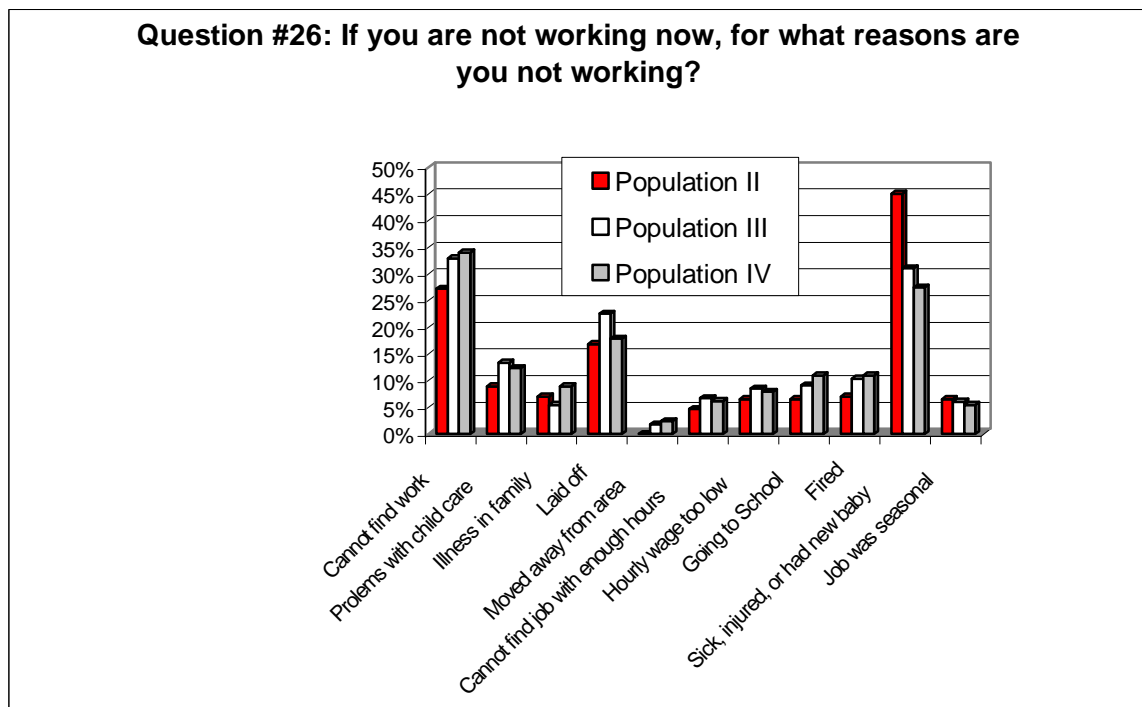
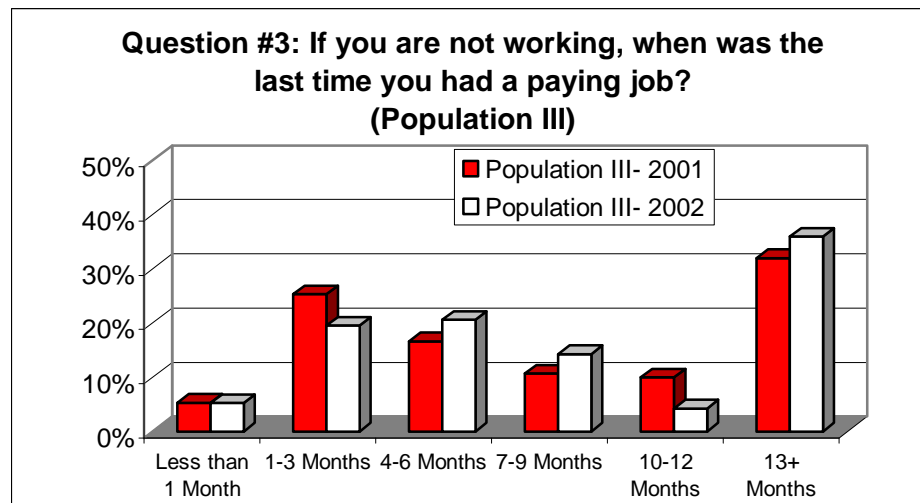
The number of hours worked per week is quite similar across the three populations. Nearly half of the employed respondents in each group (Population II=52%, Population III=48%, and Population IV=49%) reported working forty or more hours per week. Approximately six percent are employed less than twenty hours per week, the same amount reported in the 2001 survey. The average hours respondents reported working per week was 36 hours for both Population II and III and 35 hours for Population IV.

	Question 5: How would you describe your most recent job titles or responsibilities?		Question 14: If you worked for another employer in the past year, how would you describe the job or responsibilities?	
	Number of Respondents	Percent of Total Valid Responses	Number of Respondents	Percent of Total Valid Responses
Restaurant/Food Services	306	12.6%	110	12.9%
Health Care/Medical	295	12.1%	104	12.1%
Cashier/Customer Service	265	10.9%	116	13.6%
Manufacturing - Light Industrial	227	9.3%	82	9.6%
Administrative/Support Services/Clerk	220	9.0%	83	9.7%
Supervisor/Manager/Crew Leader	138	5.7%	34	4.0%
Professional Cleaning Services	134	5.5%	42	4.9%
Child Care	81	3.3%	25	2.9%
Education/Teacher/Training	71	2.9%	19	2.2%
Hospitality/Hotel Services	65	2.7%	22	2.6%
Retail/Sales	64	2.6%	33	3.9%
Warehouse/Shipping/Receiving/Packaging	62	2.5%	29	3.4%
Driver/Transportation	61	2.5%	16	1.9%
Stock/Inventory	56	2.3%	12	1.4%
Construction	51	2.1%	21	2.5%
Accounting/Bookkeeping/Payroll	49	2.0%	13	1.5%
Homemaker/Chore Services	42	1.7%	9	1.1%
Manufacturing - Skilled Trade	40	1.6%	5	0.6%
Finance/Banking	30	1.2%	8	0.9%
Security Guard	29	1.2%	8	0.9%
Manufacturing - Technical	28	1.2%	5	0.6%
Advertising/Marketing/Public Relations	21	0.9%	12	1.4%
Other	20	0.8%	9	1.1%
Maintenance	20	0.8%	11	1.3%
Cosmetology	14	0.6%	6	0.7%
Social Work	11	0.5%	5	0.6%
Grounds Work	9	0.4%	7	0.8%
Pet Groomer/Animal Care	9	0.4%	2	0.2%
Job Coach/Employment Consulting	8	0.3%	1	0.1%
Automotive Repair/Care	8	0.3%	7	0.8%
Total Number of Valid Responses	2,434	100.0%	856	100.0%

Looking only at unemployed respondents (Population II=233; Population III=189; Population IV=325), 50% indicated they have been without a paying job for six months or less, while forty-two percent of Population II, 36% of Population III and 17% of Population IV unemployed respondents reported being without a paying job for more than one year. For Populations II and III, this is an increase from the 2001 survey (Population II=38%; Population III=32%). The average time respondents reported being unemployed was 16 months for Population II (10 months in 2001 survey for Population II, 16 months for Population I), 13 months for Population III (11 months in 2001 survey) and 9 months for Population IV. These increases are likely explained by the fact that Population II and III respondents are a year older now, and those that have been unemployed since leaving the Work First program will be unemployed for 12 more months.

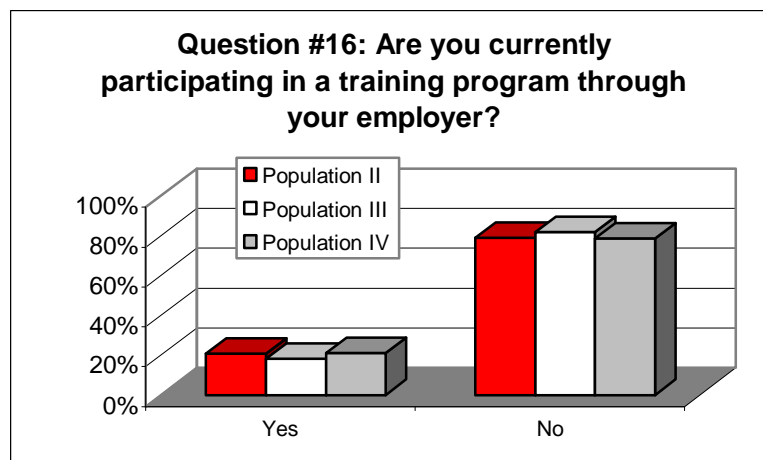
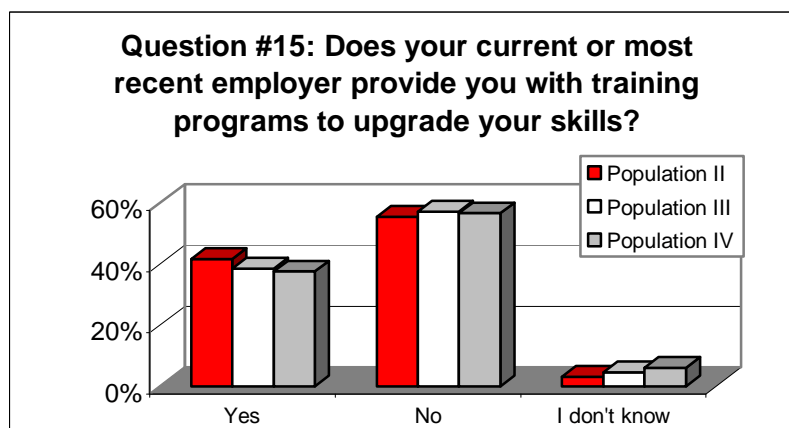
The most commonly cited reason for unemployment was illness, injury or the birth of a new baby (34%). The inability to find work (32%) and layoffs (19%) were also cited as leading reasons for not working.



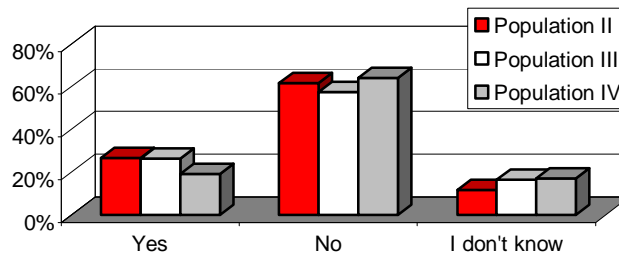


JOB TRAINING AND SKILL ENHANCEMENT AFTER WORK FIRST

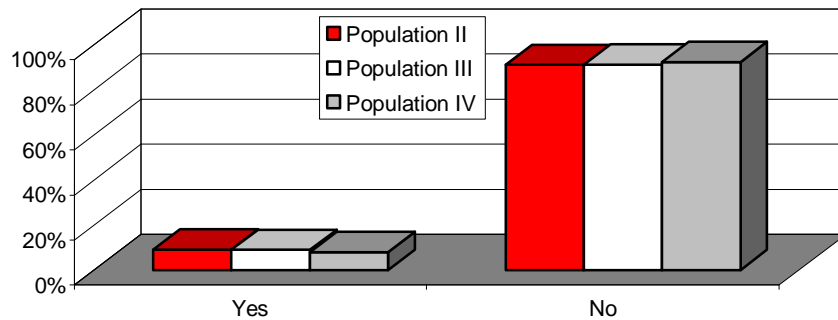
The survey responses indicate that 38% of employers provide training programs to upgrade respondents' job skills, the same percentage as was reported in the 2001 survey. Population II respondents indicated a slightly higher percentage of training through their employer (41%) than Population III (38%) and Population IV (37%). Twenty-three percent of the respondents stated that their employers offer to pay for classes to improve their job skills (17% in 2001), but only 8% of those respondents whose employers offer to pay for classes are currently taking classes. Not surprisingly, the type of training most commonly received is on-the-job training, reported by 40% of the respondents.



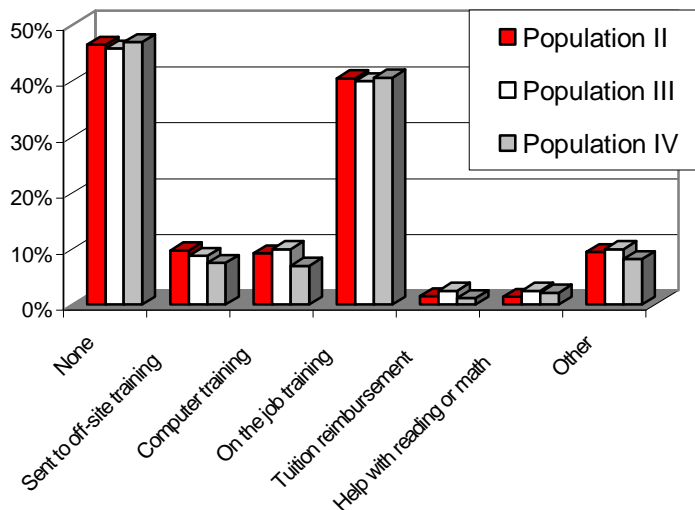
Question #17: Does your employer offer you tuition reimbursement for taking courses?



Question #18: Are you currently taking classes to improve your job skills that your employer is paying for?



Question #19: What types of training programs have you had since leaving Work First?

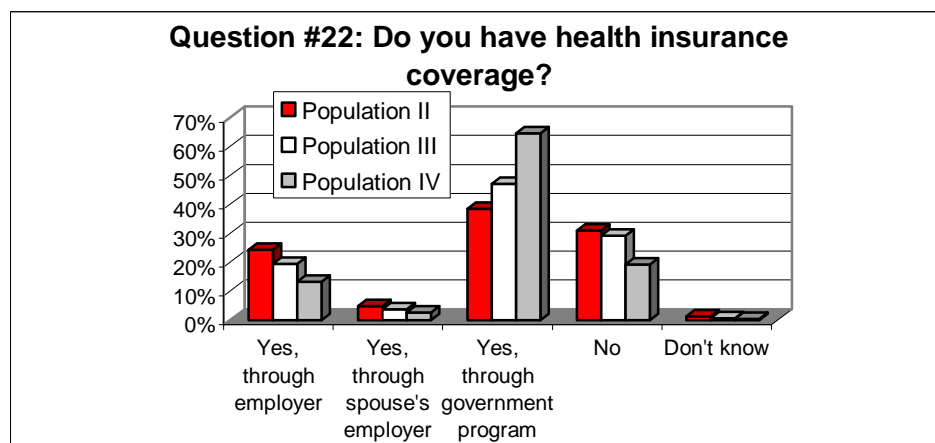


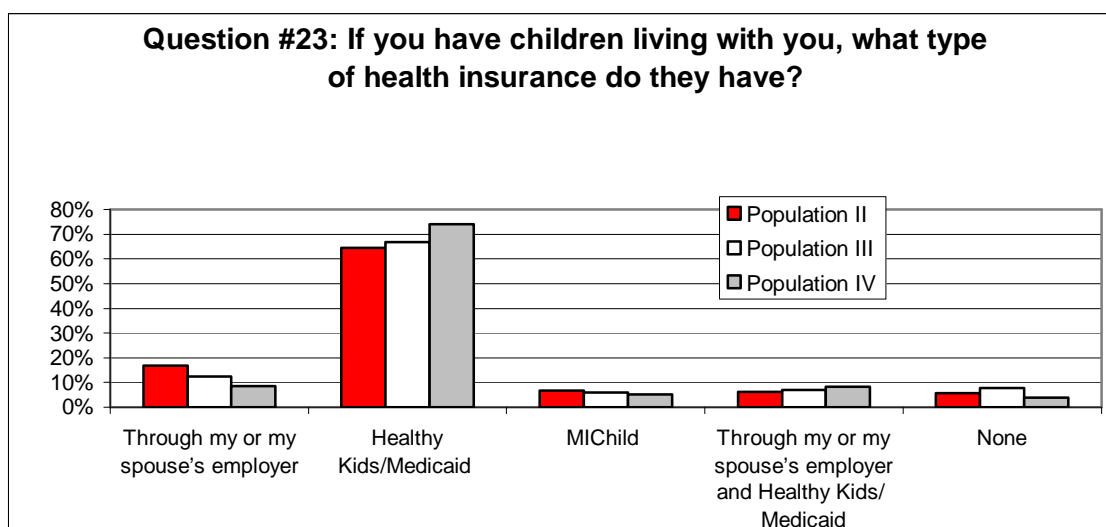
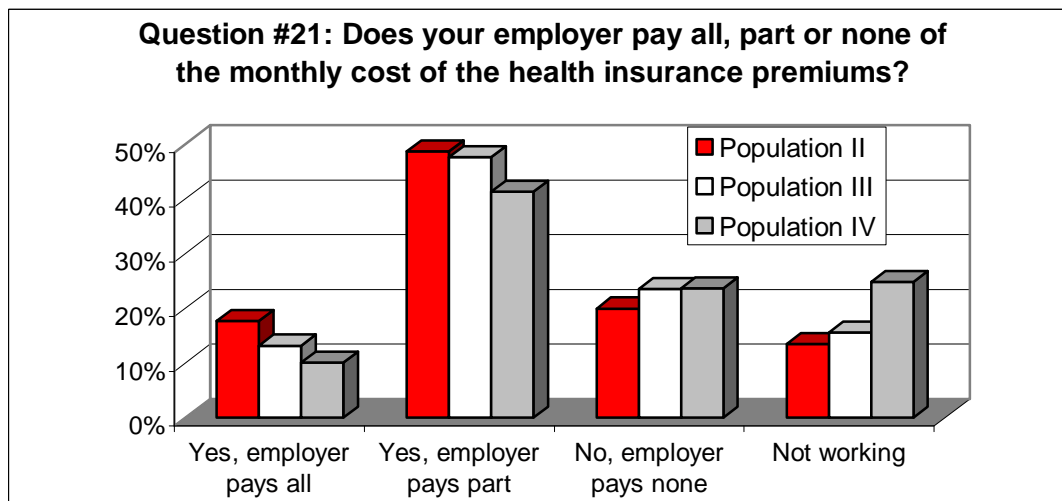
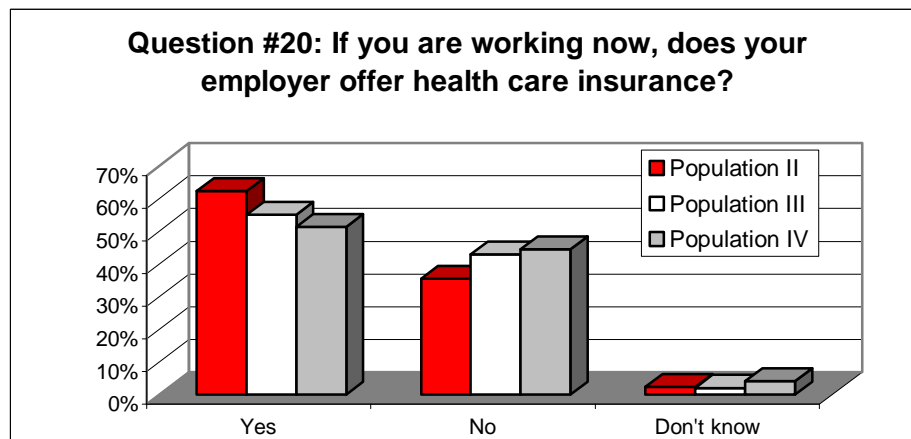
HEALTH CARE COVERAGE

The majority of the respondents (51%) reported that they have publicly funded health care coverage. This is an increase of 1% from the 2001 survey. Eighteen percent of the respondents have employer-based health coverage through their employer (20% in the 2001 survey) and 25% of them reported that they are uninsured, the same as in the 2001 survey. The currently employed respondents reported that 55% of their employers offer health coverage. The majority of employed respondents (45%) said their employers pay part of their monthly premium and 13% said their employers pay the whole premium. Sixty-seven percent of the children of the respondents are covered exclusively by Healthy Kids or Medicaid (72% in the 2001 survey) and 7% having both employer-based coverage and Healthy Kids or Medicaid. MICHild covered only 6% of the children, an increase of 2% from last year's survey.

A few of the differences between Population II, Population III and Population IV should be highlighted. The employed respondents in Population II reported that a higher percentage (62%) of their employers offer health insurance than did those in Population III (55%) and Population IV (51%). The Population III respondents reported that a higher percentage of their employers (24%) did not pay any part of their premium than did those in Population II (20%) and Population IV (23%).

Population IV respondents reported that 8% of their children were covered under the employer-based plans and Healthy Kids/Medicaid compared to 6% in Population II and 7% in Population III. In the 2001 survey, Population II respondents reported that 9% of their children were covered under employer-based plans and 5% in Population III. Additionally, 71% of the Population IV respondents reported their children had Healthy Kids or Medicaid compared to 62% of Population II and 65% of Population III. Uninsured children accounted for 5% of the Population II respondents, 8% of Population III and 4% of Population IV respectively. The uninsured rate was 10% for Population I and 4% for Population II and Population III in the 2001 survey.

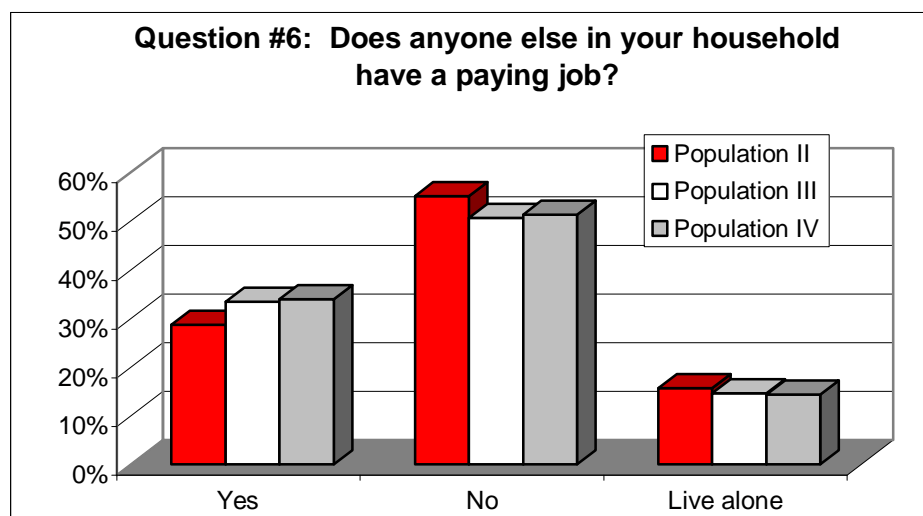


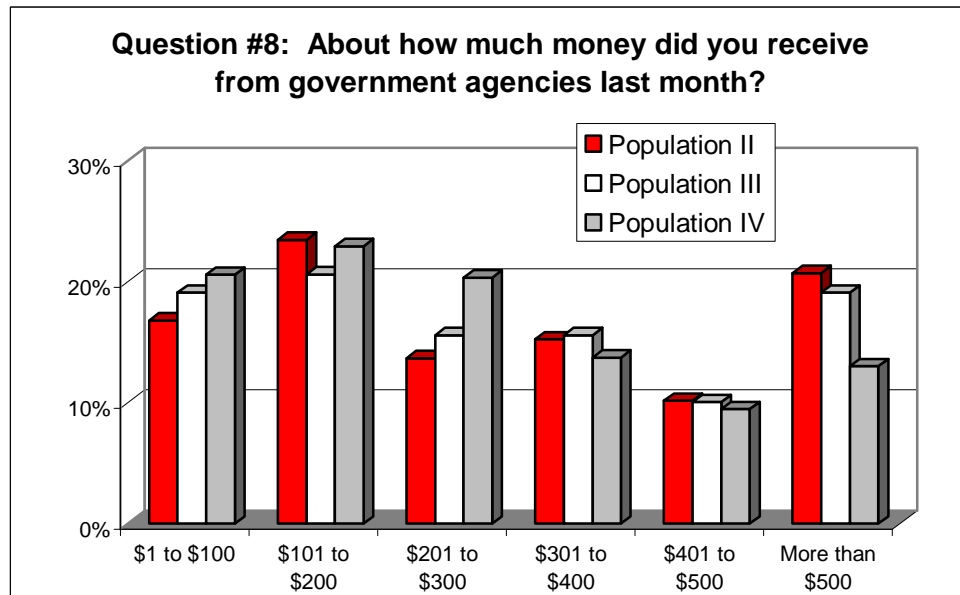
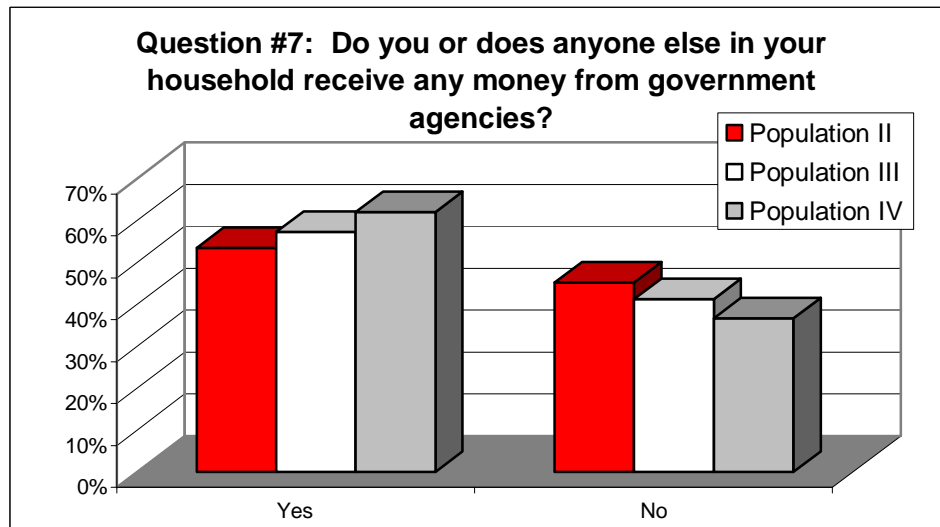


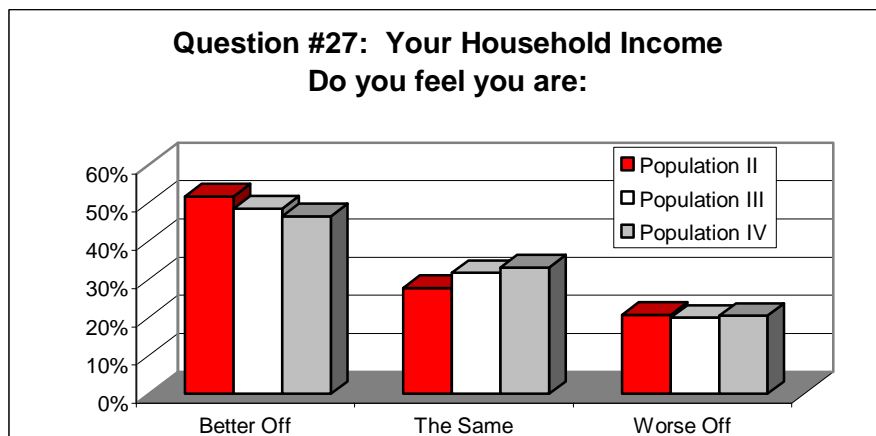
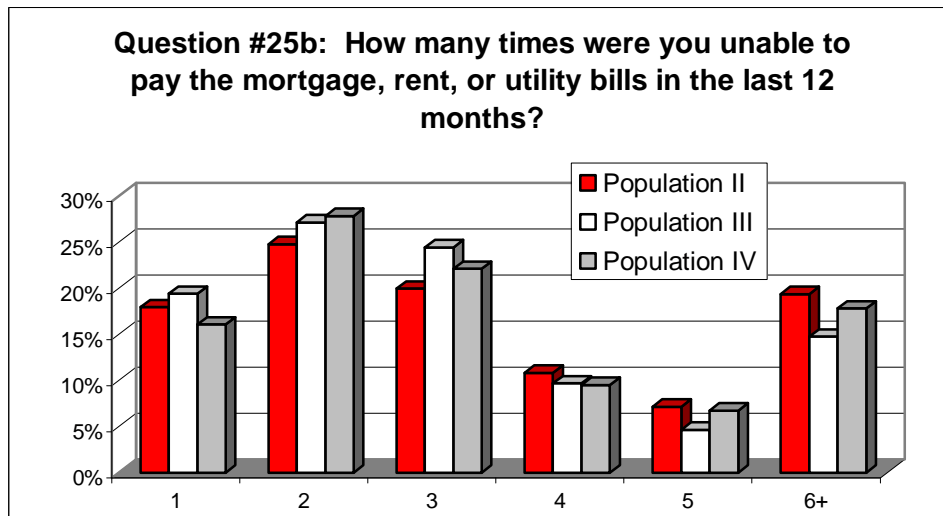
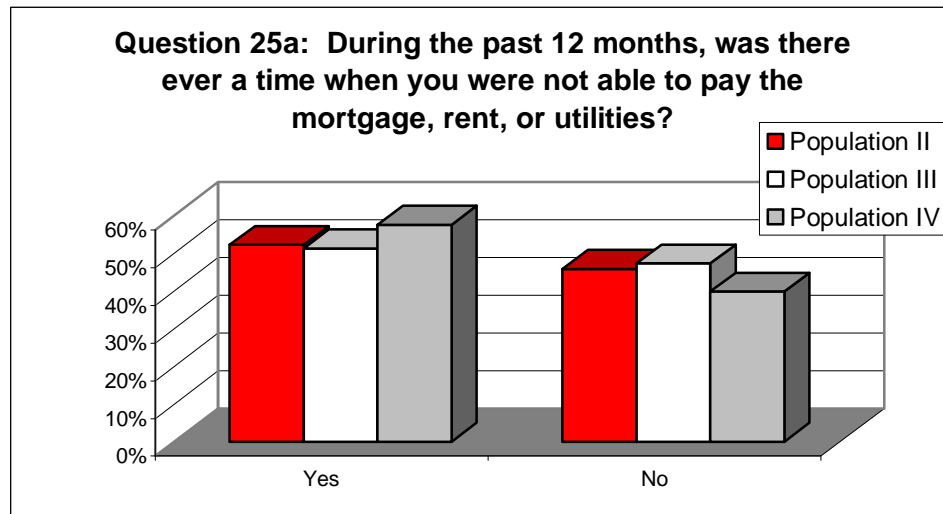
QUALITY OF LIFE

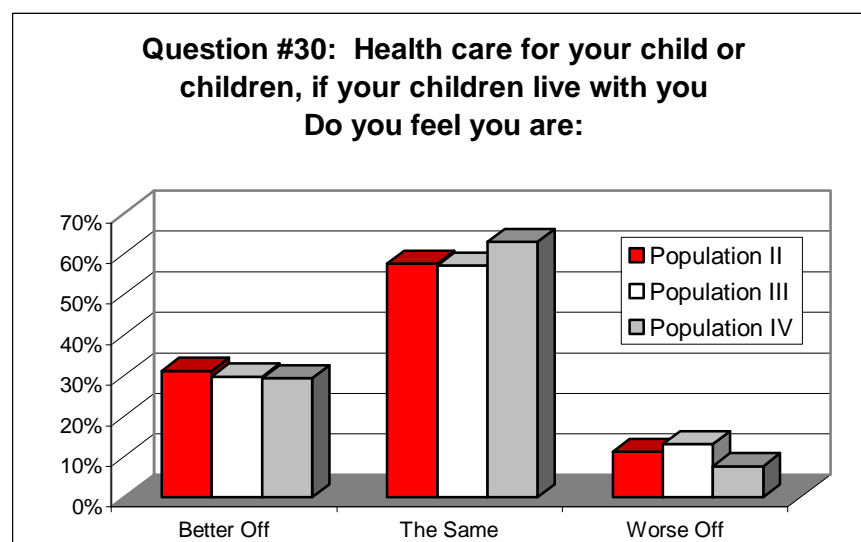
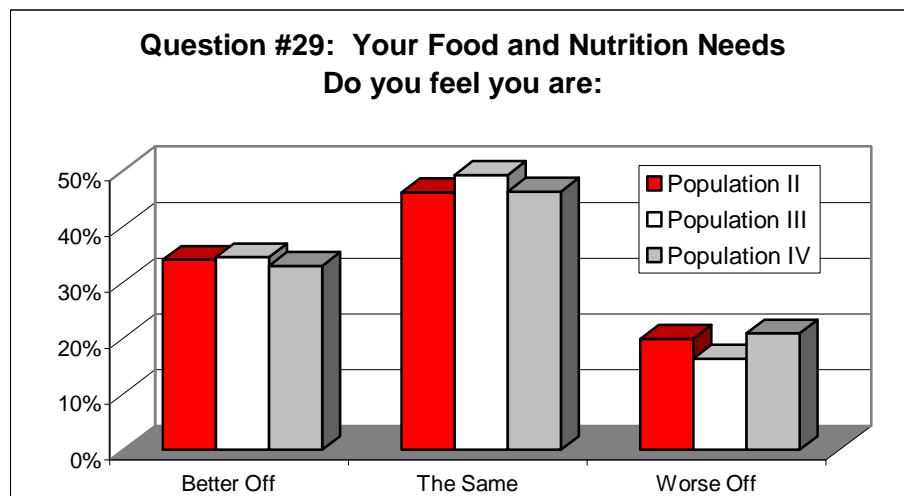
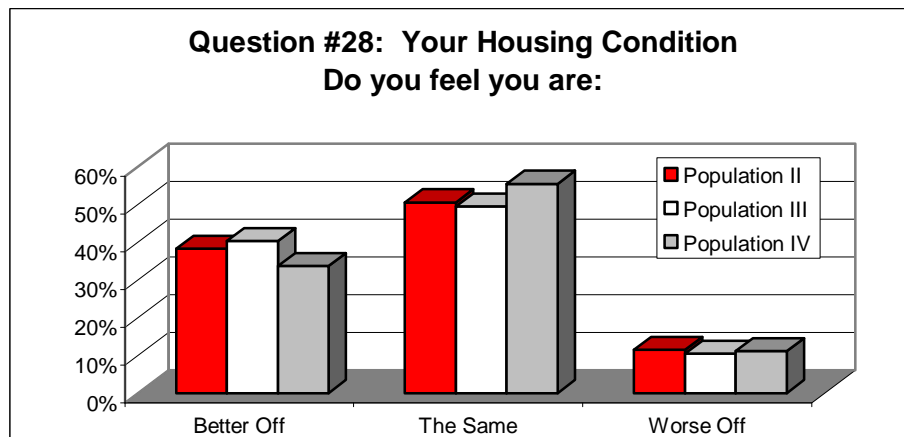
When asked whether someone else in the household had a paying job, 32% of the respondents reported yes. Fifty-four percent said they had trouble paying for housing or utilities in the past year, down from 59% in the previous year survey. Fifty-eight percent reported that they or someone else in the household receive some sort of assistance from government agencies, a 2% increase from the 2001 survey. The average amount of government assistance reported was \$344 per month for Population II (Population I=\$297 and Population II=\$407 in the 2001 survey), \$315 for Population III (\$281 in the 2001 survey) and \$286 for Population IV. Ninety-seven percent of the respondents have children living at home with 33% of those having children in child care and pre-school. Comparing how they feel now to when they were receiving cash assistance, access to health care is reported to be worse by 19% of the respondents and better by 27%.

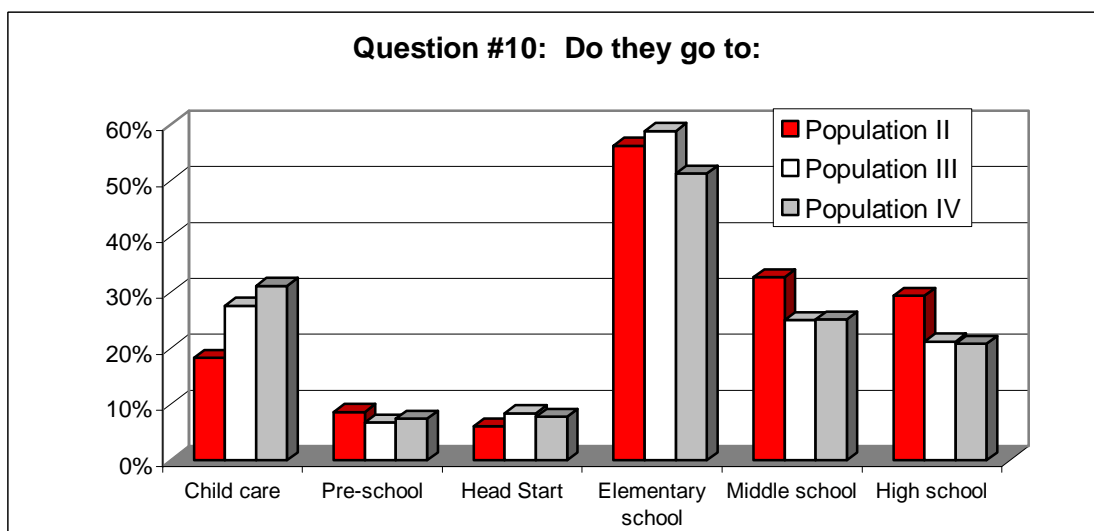
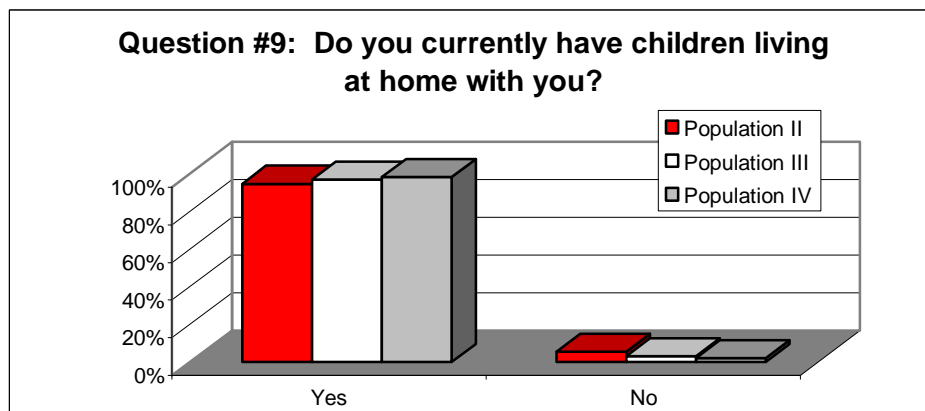
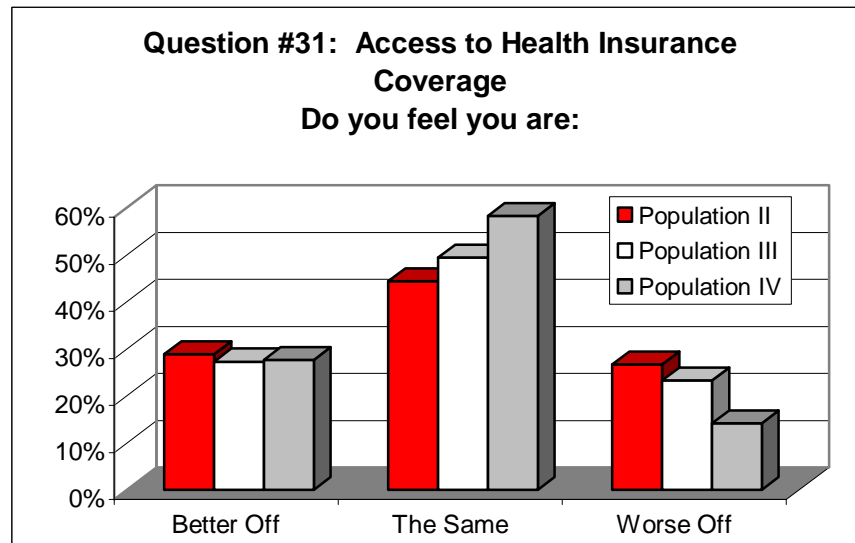
In comparing the populations, 58% of Population IV respondents reported that they had a time in the past twelve months when they were not able to pay a major bill while only 52% of Population II and 51% of Population III reported that there were times this occurred in the past 12 months. Household income is reported to be better than when the respondent was receiving cash assistance by 49% of Population II, 46% of Population III and 45% of Population IV. Less than a third of the respondents reported their household income to be about the same as when they received cash assistance, including 26% of Population II, 30% of Population III and 32% of Population IV. Approximately a fifth of the respondents reported their income to be worse then when they were receiving cash assistance, including 20% in Population II, 19% in Population III and 20% in Population III.











IMPACT OF WORK FIRST

The results reported in the quality of life section of this report demonstrate that for all of the measures, which include household income, housing condition, food and nutrition needs, health care access for their children and access to health insurance coverage, the majority of the respondents reported they were the same or better off now than when they were on cash assistance. The results were virtually the same for all populations.

The respondents were asked about the helpfulness of their Work First experience. Forty-five percent reported that Work First helped them find a job, down from 71% in the 2001 survey. Thirty-one percent indicated that Work First helped improve their job skills and 28% felt that what they learned in the Work First program helped them keep a job. They also reported that being in Work First helped their families with money management and budgeting (31%), paying their bills on time (25%) and getting health insurance (23%).

Many of the respondents provided comments (both positive and negative) in their surveys about their Work First experiences. The following sample of comments demonstrate how Work First participants felt the program positively impacted them:

"It is a wonderful program. I'm going to college, have a 4.0 at LCC. I can show my kids I can do it."

"My caseworker was very friendly and professional and did not make me feel like I was a loser."

"It helps you find a job quicker than you searching for one your self. It helps you get a job right away."

"I love the Work First program because I was able to find jobs that I didn't know existed. Helped me make a resume to fax or email online to jobs. Taught me a lot about how to pursue a job, how to dress, interact with employers."

"You helped bring my world back together for my children and me. I now have hope and manifestation of hope, which is my job."

"Its a good program to be in to help start you off to get on your feet and off assistance. I was scared to get out there and work, but it really helped me find a job, doing resumes and stuff. They helped me to get a car, which was helpful in getting to work."

"The program helped with self esteem and positive attitude which helped me to walk in to an interview with confidence."

"They gave me transition money and helped to fix my car. Without Work First, I wouldn't have been able to keep my job."

"I really appreciate all the help my family and I received from Work First. The staff members and counselors helped us during the most difficult times. Thank you!!!"

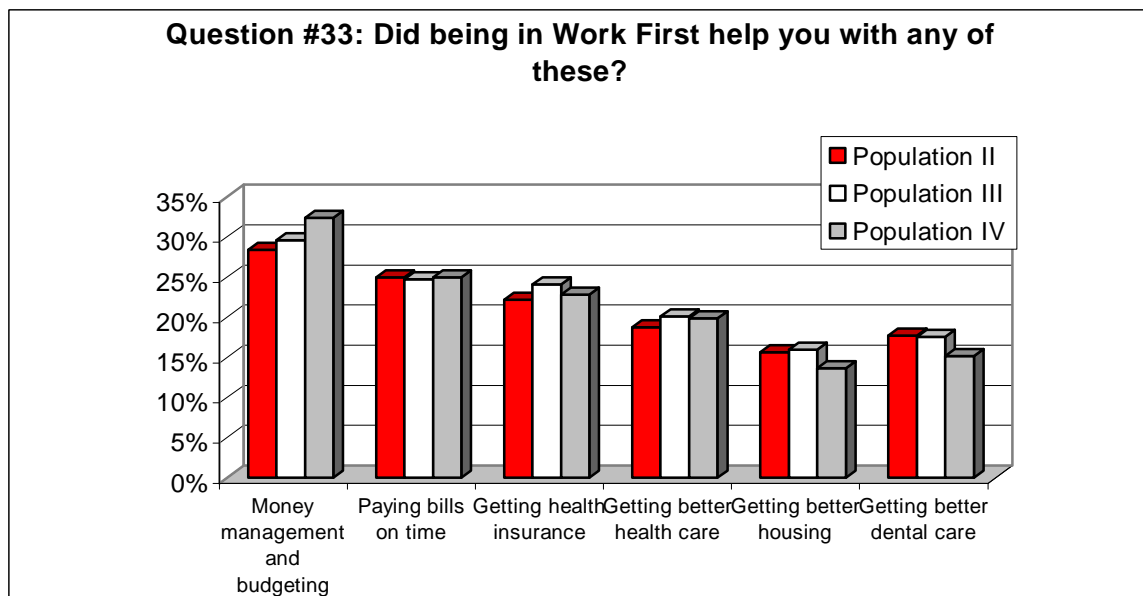
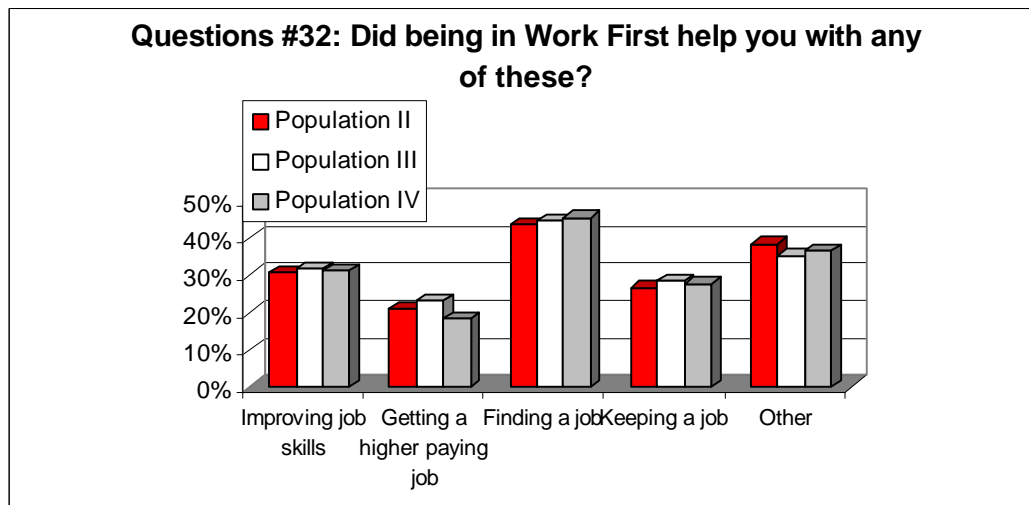
“If it was not for Work First, I would of never received my GED and I would not have the job I have now.”

“Work First helped me start over and realize my responsibilities as an adult. Even though I have not gotten a high paying job, I have gone back to college to become a social worker.”

“I am currently an employee of Michigan Works! Not only did I participate in Work First, I now am involved in the process for our community.”

“The interview training I received was valuable. When I went on job interviews I knew what to expect and questions I heard during training were asked at the interview.”

“I love my job now, have health insurance, tuition reimbursement, and vacation time, everything that I need to be successful for myself and my children.”



ATTACHMENT 1: AGGREGATED SURVEY RESULTS

Michigan Work First Survey

FALL 2002

The purpose of this survey
is to see how the Work First program
helps people gain and maintain employment.

Please check the best answer to the following questions.
--

1. Are you now working at a job or business?

Yes

Population II= 506 (67%)

Population III= 387 (66%)

Population IV= 824 (71%)

No

Population II= 251 (33%)

Population III= 196 (34%)

Population IV= 336 (29%)

2. Do you have more than one job right now?

I have 1 job right now (go to question 4)

Population II= 459 (91%)

Population III= 357 (93%)

Population IV= 759 (93%)

I have 3 jobs right now (go to question 4)

Population II= 4 (1%)

Population III= 1 (0.3%)

Population IV= 3 (0.4%)

I have 2 jobs right now (go to question 4)

Population II= 40 (8%)

Population III= 26 (7%)

Population IV= 53 (7%)

3. If you are not working, when was the last time you had a paying job? (Fill in the month/year)

Less than 1 month

Population II= 9 (4%)

Population III= 10 (5%)

Population IV= 18 (6%)

4-6 months

Population II= 35 (15%)

Population III= 39 (21%)

Population IV= 89 (27%)

10-12 months

Population II= 21 (9%)

Population III= 8 (4%)

Population IV= 24 (7%)

1-3 months

Population II= 46 (20%)

Population III= 37 (20%)

Population IV= 94 (29%)

7-9 months

Population II= 24 (10%)

Population III= 27 (14%)

Population IV= 44 (14%)

13 + months

Population II= 98 (42%)

Population III= 68 (36%)

Population IV= 56 (17%)

4. How long have you worked for your current or most recent employer? (Fill in the number of months or years.)***1-6 months***

Population II= 184 (26%)
Population III= 173 (32%)
Population IV= 460 (43%)

13-18 months

Population II= 65 (9%)
Population III= 74 (14%)
Population IV= 120 (11%)

25+ months

Population II= 282 (39%)
Population III= 106 (19%)
Population IV= 85 (8%)

7-12 months

Population II= 97 (13%)
Population III= 91 (17%)
Population IV= 359 (33%)

19-24 months

Population II= 93 (13%)
Population III= 99 (18%)
Population IV= 54 (5%)

5. How would you describe your most recent job title or responsibilities?

Results can be found on page 8 of the report.

6. Does any one else in your household have a paying job?***Yes***

Population II= 216 (29%)
Population III= 195 (33%)
Population IV= 393 (34%)

I don't know

Population II= 4 (0.5%)
Population III= 7 (1%)
Population IV= 3 (0.3%)

No

Population II= 415 (55%)
Population III= 295 (51%)
Population IV= 593 (51%)

I live alone

Population II= 118 (16%)
Population III= 85 (15%)
Population IV= 166 (14%)

7. Do you or does any one else in your household receive public assistance, welfare payments, food stamps, vouchers, SSI, or emergency help from FIA or other government agencies?***Yes (go to question 8)***

Population II= 406 (54%)
Population III= 334 (57%)
Population IV= 720 (62%)

I don't know (go to question 9)

Population II= 10 (1%)
Population III= 9 (2%)
Population IV= 16 (1%)

No (go to question 9)

Population II= 343 (45%)
Population III= 241 (41%)
Population IV= 425 (37%)

8. About how much money did you receive from government agencies last month?

\$1-\$100

Population II= 43 (17%)
 Population III= 38 (19%)
 Population IV= 87 (21%)

\$201-\$300

Population II= 35 (14%)
 Population III= 31 (16%)
 Population IV= 86 (20%)

\$401-\$500

Population II= 26 (10%)
 Population III= 20 (10%)
 Population IV= 40 (9%)

\$101-\$200

Population II= 60 (23%)
 Population III= 41 (20%)
 Population IV= 97 (23%)

\$301-\$400

Population II= 39 (15%)
 Population III= 31 (16%)
 Population IV= 58 (14%)

\$501+

Population II= 53 (21%)
 Population III= 38 (19%)
 Population IV= 55 (13%)

9. Do you currently have children *living at home* with you?

Yes (go to question 10)

Population II= 716 (94%)
 Population III= 565 (97%)
 Population IV= 1,136 (98%)

No (go to question 11)

Population II= 41 (5%)
 Population III= 18 (3%)
 Population IV= 23 (2%)

10. Do they go to: (Check all that apply)

Child care

Population II= 127 (18%)
 Population III= 151 (28%)
 Population IV= 332 (31%)

Head Start

Population II= 42 (6%)
 Population III= 46 (8%)
 Population IV= 83 (8%)

Middle school

Population II= 227 (33%)
 Population III= 137 (25%)
 Population IV= 268 (25%)

Pre-school

Population II= 60 (9%)
 Population III= 37 (7%)
 Population IV= 79 (7%)

Elementary School

Population II= 390 (56%)
 Population III= 322 (59%)
 Population IV= 546 (51%)

High school

Population II= 204 (29%)
 Population III= 116 (21%)
 Population IV= 222 (21%)

For the next question, if you are not working now, answer for your last job.

11. How many hours a week do you usually work?

1-19 hours

Population II= 44 (6%)
Population III= 27 (5%)
Population IV= 66 (6%)

21-29 hours

Population II= 45 (6%)
Population III= 41 (7%)
Population IV= 66 (6%)

31-39 hours

Population II= 92 (12%)
Population III= 59 (10%)
Population IV= 131 (11%)

40 + hours

Population II= 63 (8%)
Population III= 57 (10%)
Population IV= 107 (9%)

20 hours

Population II= 38 (5%)
Population III= 31 (5%)
Population IV= 68 (6%)

30 hours

Population II= 50 (7%)
Population III= 52 (9%)
Population IV= 96 (8%)

40 hours

Population II= 332 (44%)
Population III= 223 (38%)
Population IV= 467 (41%)

Don't Know/Refused

Population II= 88 (12%)
Population III= 91 (16%)
Population IV= 153 (13%)

12. How long have you worked for your current or most recent employer (Fill in the number of months or years)?

1-6 months

Population II= 188 (26%)
Population III= 178 (33%)
Population IV= 456 (43%)

13-18 months

Population II= 66 (9%)
Population III= 71 (13%)
Population IV= 116 (11%)

25+ months

Population II= 274 (39%)
Population III= 96 (18%)
Population IV= 83 (8%)

7-12 months

Population II= 91 (13%)
Population III= 89 (17%)
Population IV= 349 (33%)

19-24 months

Population II= 91 (13%)
Population III= 102 (19%)
Population IV= 57 (5%)

13. Did you work for other employers during the past year?

Yes (go to question 14)

Population II= 205 (27%)
Population III= 178 (31%)
Population IV= 543 (47%)

No (go to question 15)

Population II= 548 (73%)
Population III= 398 (69%)
Population IV= 604 (53%)

14. If you worked for another employer, what were your responsibilities?

Results can be found on page 8 of the report.

15. Does your current or most recent employer provide you with training programs to upgrade your skills?**Yes**

Population II= 309 (41%)

Population III= 222 (38%)

Population IV= 430 (37%)

No

Population II= 412 (54%)

Population III= 330 (57%)

Population IV= 649 (56%)

I don't know

Population II= 38 (5%)

Population III= 34 (5%)

Population IV= 82 (7%)

16. Are you currently participating in a training program through your employer?**Yes**

Population II= 52 (21%)

Population III= 32 (18%)

Population IV= 72 (21%)

No

Population II= 197 (79%)

Population III= 144 (82%)

Population IV= 268 (79%)

17. Does your employer offer you tuition reimbursement for taking courses at community college or other schools that will improve your skills in your job?**Yes (go to question 18)**

Population II= 134 (27%)

Population III= 101 (26%)

Population IV= 154 (19%)

No (go to question 19)

Population II= 310 (61%)

Population III= 221 (57%)

Population IV= 519 (63%)

I don't know (go to question 19)

Population II= 63 (12%)

Population III= 65 (17%)

Population IV= 150 (18%)

18. Are you currently taking classes to improve your job skills that your employer is paying for?**Yes**

Population II= 12 (9%)

Population III= 9 (9%)

Population IV= 12 (8%)

No

Population II= 121 (91%)

Population III= 92 (91%)

Population IV= 141 (92%)

19. What types of training programs have you had since leaving Work First? (Check all that apply)***None***

Population II=347 (47%)

Population III= 264 (46%)

Population IV= 537 (47%)

I was sent to off-site training

Population II= 72 (10%)

Population III= 50 (9%)

Population IV= 85 (7%)

I got computer training

Population II= 68 (9%)

Population III= 57 (10%)

Population IV= 79 (7%)

I have had on the job training

Population II= 302 (40%)

Population III= 230 (40%)

Population IV= 464 (41%)

I got tuition reimbursement

Population II= 11 (2%)

Population III= 14 (2%)

Population IV= 13 (1%)

I got help with reading or math

Population II= 10 (1%)

Population III= 14 (2%)

Population IV= 24 (2%)

20. If you are working now, does your employer offer health care insurance?***Yes (go to question 21)***

Population II= 311 (62%)

Population III= 212 (55%)

Population IV= 419 (51%)

No (go to question 22)

Population II= 177 (35%)

Population III= 165 (43%)

Population IV= 363 (44%)

I don't know (go to question 22)

Population II= 14 (3%)

Population III= 9 (2%)

Population IV= 40 (5%)

21. If your employer offers health insurance, does your employer pay all, part or none of the monthly cost of the premiums?***Yes, my employer DOES pay for ALL of the monthly costs***

Population II= 55 (18%)

Population III= 28 (13%)

Population IV= 42 (10%)

No, my employer DOES NOT pay for any of the monthly costs

Population II= 62 (20%)

Population III= 50 (24%)

Population IV= 98 (23%)

Yes, my employer DOES pay for PART of the monthly costs

Population II= 151 (49%)

Population III= 101 (48%)

Population IV= 171 (41%)

Not working now

Population II= 42 (13%)

Population III= 33 (15%)

Population IV= 108 (26%)

22. Do you have health insurance coverage?***Yes, I have health insurance through my employer***

Population II= 180 (24%)

Population III= 111 (19%)

Population IV= 151 (13%)

Yes, I have health insurance through my spouse's employer

Population II= 36 (5%)

Population III= 21 (4%)

Population IV= 29 (3%)

I don't know

Population II= 27 (3%)

Population III= 16 (2%)

Population IV= 31 (2%)

Yes, through another program (state or county)

Population II= 286 (38%)

Population III= 269 (46%)

Population IV= 732 (63%)

No, I have no health insurance at all

Population II= 230 (30%)

Population III= 167 (29%)

Population IV= 218 (19%)

23. If you have children living with you, what type of health insurance do they have?***My children do not have any type of health insurance***

Population II= 39 (5%)

Population III= 43 (8%)

Population IV= 43 (4%)

Through my or my spouse's employer

Population II= 115 (16%)

Population III= 68 (12%)

Population IV= 93 (8%)

Healthy Kids/Medicaid

Population II= 444 (62%)

Population III= 369 (65%)

Population IV= 810 (71%)

Through my or my spouse's employer and Healthy Kids/Medicaid

Population II= 43 (6%)

Population III= 39 (7%)

Population IV= 89 (8%)

MIChild

Population II= 46 (6%)

Population III= 33 (6%)

Population IV= 57 (5%)

I don't know/Refused

Population II= 34 (5%)

Population III= 19 (2%)

Population IV= 50 (4%)

24. What is your regular hourly pay? If you are not currently working, fill in your last hourly wage.**\$0.01-\$5.00**

Population II= 29 (4%)

Population III= 19 (3%)

Population IV= 41 (4%)

\$5.01-\$6.00

Population II= 58 (8%)

Population III= 56 (10%)

Population IV= 136 (12%)

\$8.01-\$9.00

Population II= 106 (14%)

Population III= 74 (13%)

Population IV= 158 (14%)

\$10.00 +

Population II= 158 (21%)

Population III= 125 (22%)

Population IV= 152 (13%)

\$6.01-\$7.00

Population II= 100 (14%)

Population III= 91 (16%)

Population IV= 225 (20%)

\$7.01-\$8.00

Population II= 117 (16%)

Population III= 90 (16%)

Population IV= 214 (19%)

\$9.01-\$10.00

Population II= 92 (13%)

Population III= 47 (8%)

Population IV= 115 (10%)

Don't know/Refused

Population II= 78 (10%)

Population III= 66 (12%)

Population IV= 96 (8%)

25a. During the past 12 months, was there ever a time when you were not able to pay the mortgage, rent or utility bills?**Yes (go to question 25b)**

Population II= 396 (52%)

Population III= 299 (51%)

Population IV= 668 (58%)

I don't remember (go to 26)

Population II= 15 (2%)

Population III= 9 (2%)

Population IV= 31 (2%)

No (go to question 26)

Population II= 348 (46%)

Population III= 276 (47%)

Population IV= 462 (40%)

25b. In the past 12 months, how many times were you unable to pay one of these?**1**

Population II= 63 (18%)

Population III= 50 (19%)

Population IV= 93 (16%)

3

Population II= 70 (20%)

Population III= 63 (24%)

Population IV= 128 (22%)

5

Population II= 25 (7%)

Population III= 12 (5%)

Population IV= 39 (7%)

2

Population II= 87 (25%)

Population III= 70 (27%)

Population IV= 161 (28%)

4

Population II= 38 (11%)

Population III= 25 (10%)

Population IV= 55 (10%)

6+

Population II= 68 (19%)

Population III= 38 (15%)

Population IV= 103 (17%)

26. If you are not working now, for what reasons are you not working? (Check all that apply)

I cannot find work

Population II=58 (27%)
Population III= 54 (33%)
Population IV= 99 (34%)

I had problems with child care

Population II= 19 (9%)
Population III= 22 (13%)
Population IV= 36 (12%)

I had an illness in the family

Population II= 15 (7%)
Population III= 9 (6%)
Population IV= 26 (9%)

I was laid off

Population II= 36 (17%)
Population III= 37 (23%)
Population IV= 52 (18%)

I moved away from the area

Population II= 0 (0%)
Population III= 3 (2%)
Population IV= 7 (2%)

I cannot find a job that offers enough hours for me to work

Population II= 10 (5%)
Population III= 11 (7%)
Population IV= 18 (6%)

Hourly wage too low

Population II= 14 (7%)
Population III= 14 (9%)
Population IV= 23 (8%)

I am going to school

Population II= 14 (7%)
Population III= 15 (9%)
Population IV= 32 (11%)

I was fired

Population II= 15 (7%)
Population III= 17 (10%)
Population IV= 32 (11%)

I was sick, injured or had a new baby

Population II= 96 (45%)
Population III= 51 (31%)
Population IV= 80 (28%)

My job was seasonal

Population II= 14 (7%)
Population III= 10 (6%)
Population IV= 16 (6%)

Now we would like to ask you if you feel you and your family are better off, worse off or about the same in the following categories than when you were receiving cash assistance from the state.

27. Your household income

Do you feel you are

Better off

Population II= 373 (49%)

Population III= 268 (46%)

Population IV= 523 (45%)

The same

Population II= 200 (26%)

Population III= 175 (30%)

Population IV= 372 (32%)

Worse off

Population II= 149 (20%)

Population III= 110 (19%)

Population IV= 230 (20%)

Don't know/Refused

Population II= 37 (5%)

Population III= 31 (5%)

Population IV= 36 (3%)

28. Your housing condition

Do you feel you are

Better off

Population II= 275 (36%)

Population III= 224 (38%)

Population IV= 379 (33%)

The same

Population II= 364 (48%)

Population III= 275 (47%)

Population IV= 625 (54%)

Worse off

Population II= 82 (11%)

Population III= 58 (10%)

Population IV= 125 (11%)

Don't know/Refused

Population II= 38 (5%)

Population III= 27 (5%)

Population IV= 32 (3%)

29. Your food and nutrition needs

Do you feel you are

Better off

Population II= 248 (33%)

Population III= 194 (33%)

Population IV= 373 (32%)

The same

Population II= 336 (44%)

Population III= 277 (47%)

Population IV= 524 (45%)

Worse off

Population II= 145 (19%)

Population III= 92 (16%)

Population IV= 236 (20%)

Don't know/Refused

Population II= 30 (4%)

Population III= 21 (4%)

Population IV= 28 (3%)

30. Health care for your child or children, if your children live with you**Do you feel you are*****Better off***

Population II= 212 (30%)

Population III= 163 (29%)

Population IV= 325 (29%)

The same

Population II= 392 (55%)

Population III= 313 (56%)

Population IV= 698 (61%)

Worse off

Population II= 76 (11%)

Population III= 72 (13%)

Population IV= 85 (8%)

Don't know/Refused

Population II= 34 (4%)

Population III= 15 (2%)

Population IV= 27 (2%)

31. Access to health insurance coverage**Do you feel you are*****Better off***

Population II= 209 (27%)

Population III= 151 (26%)

Population IV= 306 (26%)

The same

Population II= 321 (42%)

Population III= 273 (47%)

Population IV= 645 (56%)

Worse off

Population II= 193 (26%)

Population III= 129 (22%)

Population IV= 157 (13%)

Don't know/Refused

Population II= 36 (5%)

Population III= 31 (5%)

Population IV= 53 (5%)

32. Did being in Work First help you with any of the following? (Check all that apply)***Improving job skills***

Population II= 197 (31%)

Population III= 156 (32%)

Population IV= 305 (31%)

Getting a higher paying job

Population II= 135 (21%)

Population III= 114 (23%)

Population IV= 178 (18%)

Finding a job

Population II= 278 (43%)

Population III= 220 (45%)

Population IV= 445 (45%)

Keeping a job

Population II= 170 (27%)

Population III= 140 (28%)

Population IV= 272 (28%)

33. Would you say that being in Work First helped your family with any of the following things? (Check all that apply)

Money management and budgeting

Population II= 165 (28%)

Population III= 128 (30%)

Population IV= 280 (32%)

Getting health insurance

Population II= 129 (22%)

Population III= 104 (24%)

Population IV= 197 (23%)

Getting better health care

Population II= 109 (19%)

Population III= 87 (20%)

Population IV= 172 (20%)

Paying your bills on time

Population II= 145 (25%)

Population III= 107 (25%)

Population IV= 216 (25%)

Getting better housing

Population II= 91 (16%)

Population III= 69 (16%)

Population IV= 118 (14%)

Getting better dental care

Population II= 103 (18%)

Population III= 76 (18%)

Population IV= 131 (15%)